

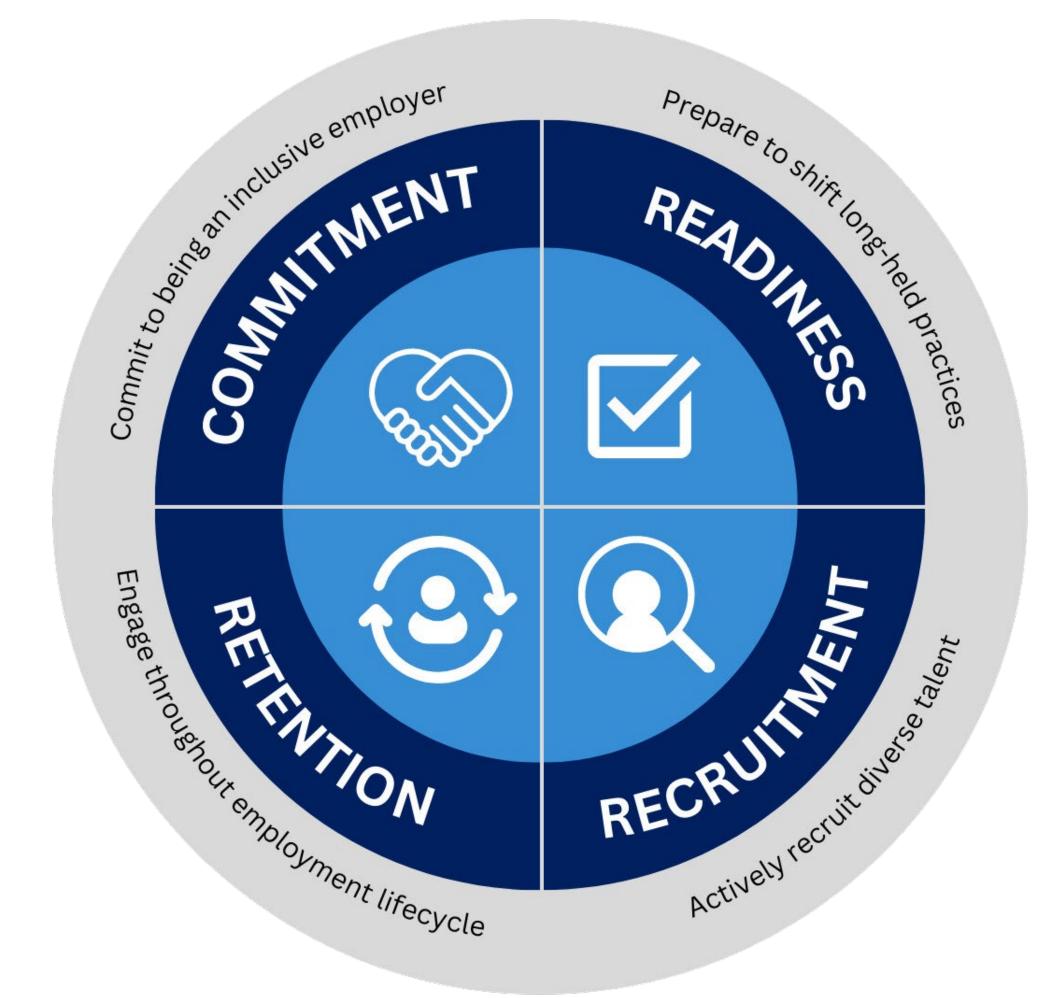
CAN

ACCESSIBLE EMPLOYMENT

ONVERSE TALENT



THE FOUR PILLARS OF ACCESSIBLE EMPLOYMENT



A committment to be inclusive is made, supported, and communicated by senior leaders;

Employment opportunities exist or are created;

Diverse talent pool is valued and there is a focus on ability in relation to the job;

Explore and develop community partnerships.



Company Culture

Company culture is the ongoing expression of a company's values through its artifacts. An artifact is any memorable event or object that is created by a member of the company.

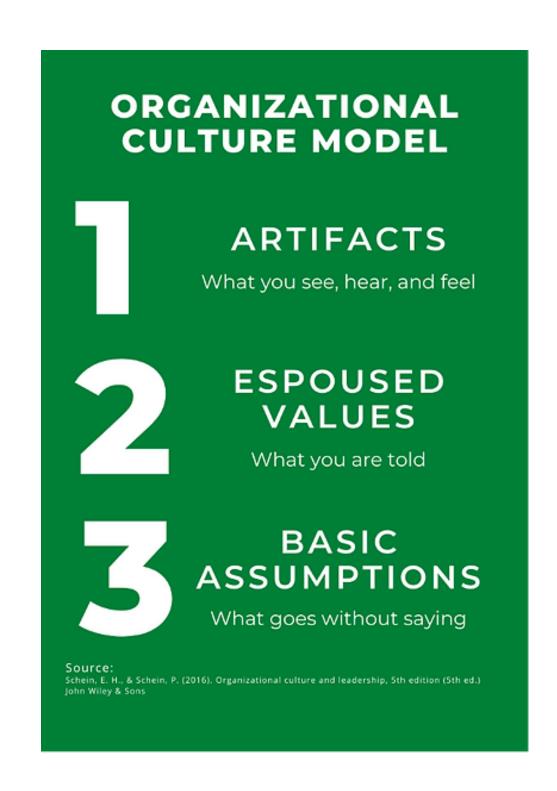


Artifacts

An artifact is any memorable event or object that is created by a member of the company.



Company Culture





Designate a DEI Lead to facilitate the strategic plan with the leadership team;

Apply a change management process, preparing hiring managers to shift practices;

Training and education to support skills development and a culture of inclusion for leaders and staff;

Develop recruitment best practices to hire people with disabilities - whether visible, apparent, or not visible.



Active recruitment of people with disabilities for career opportunities;

Engage different interview styles and approaches;

Proactive disclosure of abilities in relation to the position;

Screen in vs. screen out and build candidate pools.

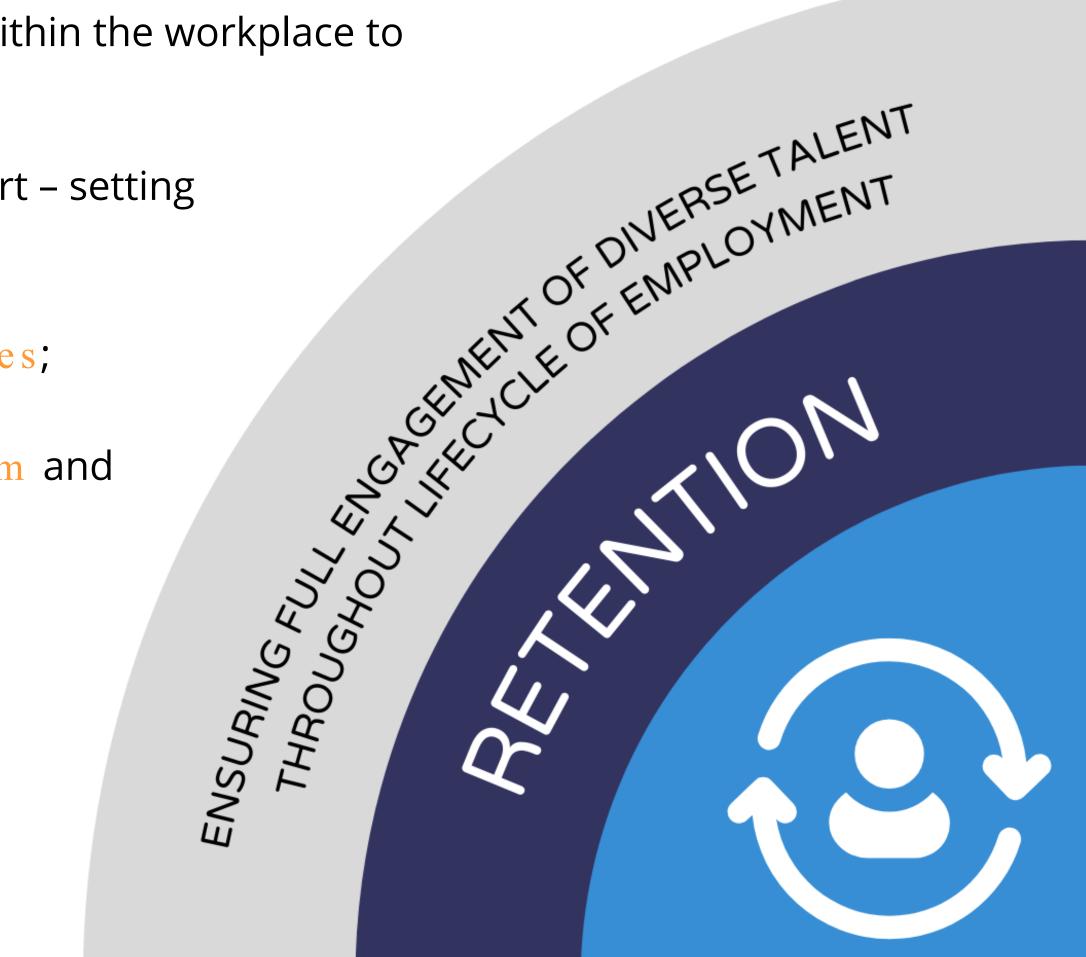


Ensure a culture of inclusion exists within the workplace to retain talent;

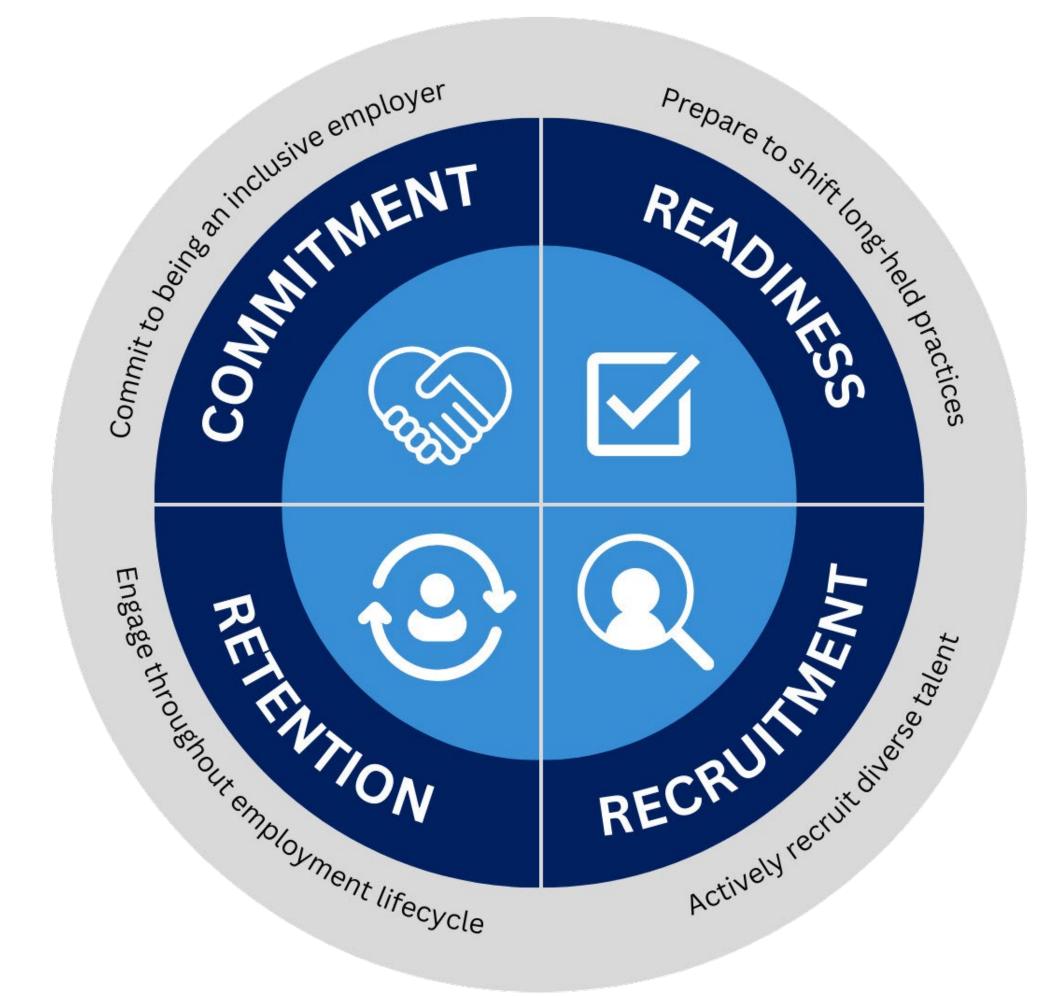
Adjustments are in place prior to start – setting people up for continued success;

New employee supports and resources;

Continue to build internal momentum and capacity.



THE FOUR PILLARS OF ACCESSIBLE EMPLOYMENT



Resources:

Discover Ability Roadmap

https://discoverability.network/business/roadmap/

Inclusive Employer Self-Assessment

https://accessibleemployers.ca/what-we-do/inclusive-employer-self-assessment/

 #AbleTo – A learning series on disability inclusion at work <u>https://ableto.ca/learn/</u>

CAN WiN Canadian Partners in Workforce Innovation

https://www.canadianpartnerswin.ca/

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